



# 46<sup>TH</sup> ANNUAL INDIANA CONSORTIUM

*of*

## STATE AND LOCAL HUMAN RIGHTS AGENCIES CONFERENCE

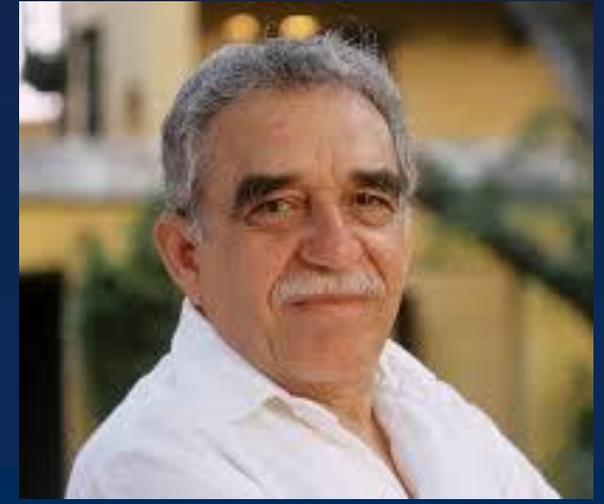
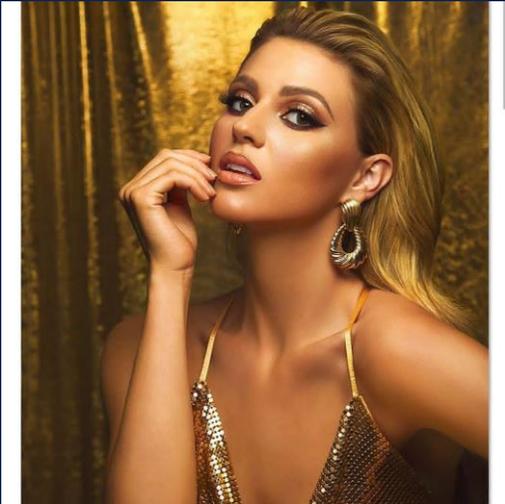
PRESENTED *by:*



# CULTURAL COMMISSIONS

## IMPLICIT BIAS

- Exercise- Which one of these individuals is HISPANIC or LATINO?



- ALL OF THEM!!

# CULTURAL COMMISSIONS

## IMPLICIT BIAS

- **Definition by the Kirwan Institute for the Study of Race and Ethnicity:**
  - “The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner”. Active involuntary, without awareness or intentional control.
  - We all hold unconscious associations and evaluations for example about a place, a population, and things since we born.
  - We form those associations automatically and without intending to do so.
  - This is merely a part of being human and interacting with the world around us.

# INTERSECTIONALITY

- Defined by Merriam-Webster as:
  - *“the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.”*
- Originally coined in 1989 by scholar Dr. Kimberlé Crenshaw to highlight the exclusion of Black women from traditional feminist and antiracists policies

# Cultural Commissions

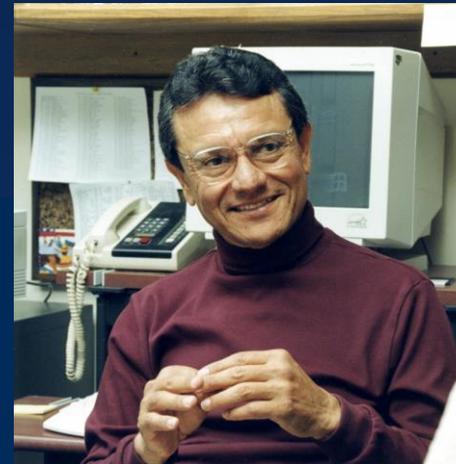
## Implicit bias

- How can I know if I have Implicit Biases?
  - Key Characteristics:
    1. Pervasive
    2. Unconscious and automatic
    3. Do not always align with explicit beliefs
    4. Have a real-world effects on behavior
    5. Are malleable

# Cultural Commissions

## Implicit bias in daily live

- Example #1
  - The feeling automatic when you see your child, your spouse or your friends
- Example #2
  - The automatic feeling when you see Taco food or a Spanish Speaker
- Example #3



# Cultural Commissions

## Implicit bias in daily live

- Example #4
  - Implicit Bias statements:
    1. Are you Mexican?
    2. How did you get this position?
    3. You would never attend a high leadership position?
  - Implicit Bias actions:
    1. Welcoming your new employee with a Fiesta (without knowing where he/she is from)
    2. Ridiculing the accent or behavior of a Hispanic or Latin@
    3. Judging an applicant's resume based on their Hispanic or Latin@ name

# Cultural Commissions

## Implicit bias- Approach

- Having implicit biases doesn't make you a bad person.
- It makes you HUMAN! Everyone is susceptible!
- Be an agent of CHANGE!
  - Just like we learn our biases over time and with our experiences, we can change them with motivation and intention.

# Cultural Commissions

## Implicit bias- Approach

- How can it be addressed?
1. Try to put yourself in the shoes of other.
  2. Challenge of individualization vs categorization individual context of the person as supposes to instantly categorize him.
  3. Having meaningful relationships with people who are different than us,
  4. Engaging in practices to be more mindful
  5. Research other psychological strategies as well that shows how to minimize the implicit biases.
  6. Cultural competency training, continued training to address diversity and inclusion

# ONE MUST UNDERSTAND THE FOLLOWING LEVELS OF CONCEPTS TO PREVENT IMPLICIT BIAS.

*"CULTURAL KNOWLEDGE"* means that you know about some cultural characteristics, history, values, beliefs, and behaviors of another ethnic or cultural group.

*"CULTURAL AWARENESS"* is the next stage of understanding other groups -- being open to the idea of changing cultural attitudes.

*"CULTURAL SENSITIVITY"* is knowing that differences exist between cultures, but not assigning values to the differences (better or worse, right or wrong). Clashes on this point can easily occur, especially if a custom or belief in question goes against the idea of multiculturalism. Internal conflict (intrapersonal, interpersonal, and organizational) is likely to occur at times over this issue. Conflict won't always be easy to manage, but it can be made easier if everyone is mindful of the organizational goals.

*"CULTURAL COMPETENCE"* brings together the previous stages -- and adds operational effectiveness. A culturally competent organization has the capacity to bring into its system many different behaviors, attitudes, and policies and work effectively in cross-cultural settings to produce better outcomes.

## HERE ARE SOME EXAMPLES OF IMPLICIT BIAS THAT HAPPEN IN A LIFE OF A NATIVE AMERICAN THAT IS OFFENSIVE.

- How much Indian are you?
- You don't look like an Indian or Native.
- I am Cherokee because my grandma was a princess. She had black hair and had high cheek bones.
- I know that I am 25% Cherokee.
- I could sign up to get my card but I choose not too.
- How can I sign up to be Indian and get the benefits because you know Indians do not pay taxes and get their education free.
- Can I borrow your costume so that I can wear it at a reception to honor your people?

## QUESTION #1

AT A CONSTRUCTION SITE, GEORGE IS WORKING AT THIS SITE. HE IS NATIVE AMERICAN INDIAN. FOREMAN JOHN SAYS, “HEY CHIEF, WHY DON’T YOU GO TO THE TOP SINCE YOU ARE INDIAN. WE ALL KNOW THAT APACHE’S ARE NOT SCARE OF HEIGHTS.” GEORGE SMILES AND COMPLETES THE TASK AS REQUESTED BY THE FOREMAN.

Was there anything culturally bias about this situation?

◇ True

◇ False

## QUESTION #2

THE THANKSGIVING HOLIDAY IS IN A MONTH. AS A TEACHER, YOU ARE PREPARING YOUR LESSON PLAN FOR THAT MONTH. YOU HAVE DECIDED THAT YOUR FOURTH GRADERS WILL STUDY ABOUT FOOD THAT WAS IN INDIANA IN THE 1800'S. YOU ALSO HAVE ONE STUDENT THAT IS A MEMBER OF A NATIVE AMERICAN TRIBE. WHICH ACTIVITIES BELOW WOULD BE CULTURALLY APPROPRIATE?

A Students will be required to read about a Native American tribe from a specific region of the United States. Each student will present a report on the food that that Native American tribal community grew.

B Ask the Native American Indian parent of the student that is in the class to talk about their food from their tribal community and region.

C After you find a Native American Indian speaker to talk to your class, have your students dress as that Native American Indian would dress in the 1800's. Surprise your speaker by allowing all the students to name themselves after a Native American.

# QUESTION #3

WHEN HIRING A NATIVE AMERICAN, IS IT OKAY TO ASK FOR DOCUMENTATION?

YES

NO

# “CAN YOU GET THE COFFEE?”: EXAMPLES OF IMPLICIT GENDERED BIASES

- Coded Language
  - “We need someone who is going to be *tough!*”
- Family Tax
  - “Do you have kids? How many?”
  - “We didn’t think you’d want to get a sitter”
- Vocational Assumptions
  - “We’ve never hired a woman for this position before”
  - “I need you to plan the office birthday parties/ serve on the welcome committee”
  - “I didn’t think you’d want that much responsibility”

# CULTURAL COMMISSIONS

## DISPROPORTIONALITY & DISPARITY

- Self-Reflection on your implicit and/or explicit biases
- Discussion on how to turn a problem into an issue
- Seek to identify root causes of disproportionality and biases
- Discuss developing a strategy with SMART\* goals
- Seek to determine local stakeholders to keep the conversation and strategy moving forward
- Develop a plan to reduce and eventually eliminate disproportionality with measureable or quantifiable means
- Ensure local participation and engagement throughout the community

# CULTURAL COMMISSIONS

## DISPROPORTIONALITY & DISPARITY

- SMART is an acronym for the 5 elements of **specific, measurable, achievable, relevant, and time-based goals.**
- Great goals are well-defined and focused.
- A goal without a measurable outcome is like a sports competition without a scoreboard or scorekeeper.

# CULTURAL COMMISSIONS

## DISPROPORTIONALITY & DISPARITY

- What is a Problem? A problem is an undesirable condition that people believe should be corrected
- What is an Issue? An issue, an important topic or problem for debate or discussion

### Problem vs. Issue Chart

• <b>Problem</b>	<b>Issue</b>
• Harmful or unwelcome matter or situation that need to be dealt with	Important topic or problem for debate or discussion
• Does not specifically indicate debate or	Implies that there is a debate or contro- controversy
• A problem is a broad area of concern	An issue has a solution or partial solution to a problem
• "solve"	"dealt with"

# CULTURAL COMMISSIONS

## DISPROPORTIONALITY & DISPARITY

- What cultural, socioeconomic, and political factors impact implicit bias? Stereotypes, cultural insensitivity, and ingrained teachings
- What strategies or initiatives can be undertaken to counter these biases? Cultural competency training, continued training to address diversity and inclusion
- How are social and cultural norms related to implicit biases? Through repetition and repeated use through generations
- Elected officials, agency directors, community leaders, and corporate officers must address and work together to abolish implicit biases

# CULTURAL COMMISSIONS

## DISPROPORTIONALITY & DISPARITY

- In order to abolish implicit bias, disproportionality and disparity, clear definitions are essential. Strategies and tools must be developed to engage the total community that are fair and equitable, and culturally and linguistically sound.
- There needs to be measureable and attainable goals and outcomes along with period reviews and transparent sharing of all information and measurements.

# ADDITIONAL RESOURCES

- [Project Implicit Association Tests](#)
  - [Are you Biased Against Women Leaders?](#)
- Video
  - [Implicit Bias- how it affects us and how we push through](#)
- Podcast
  - [NPR Code Switch](#)
- Book
  - *Why are All the Black Kids Sitting Together in the Cafeteria?*- Dr. Beverly Daniel Tatum